

Rank & File Convention, p. 6-7



CONVOY DISPATCH

13

September 1985
#55



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Strike Fights Union Buster

Over the summer some 2,000 Teamsters employed at Watsonville Canning and Shaw Foods in Watsonville, California have faced a serious union-busting attack by their employers. Watsonville TDU has been active in helping the frozen food workers get action from their local union, and fight off the companies' attack. This story highlights what has transpired and the role TDUs have played.

Joe Fahey

Local 912, Watsonville, California

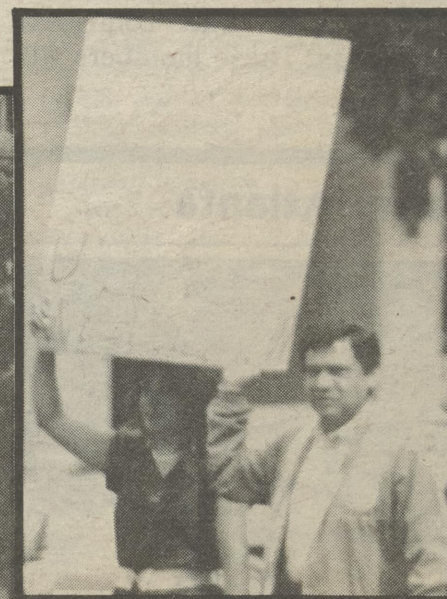
Watsonville frozen food employers are intensifying their attack on us and our union, but we are getting organized to save our jobs and union. On July 4th weekend the Richard Shaw Company unilaterally implemented a contract without the approval of the members or union. They reduced wages, brought in two-tier for new hires, and cut seniority rights—all out union-busting.

On August 19 another major frozen food employer, Watsonville Canning, got into the act by implementing a contract even worse than Shaw's. They implemented a two-tier wage structure that virtually eliminated vacation and health benefits, and have indicated that they want an open shop (no dues deductions) and a piece rate instead of guaranteed wages.

To help in their union-busting campaign, Watsonville Canning has hired one of the west coast's most notorious union-busting consulting firms. The result has been full page ads for scabs in local papers, smear sheets against union and TDU leaders, and the firing of 15 high seniority employees for trivial matters. When union officials came on the property they were arrested.

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—Rally Protests Concessions—



March against union busting. Some 1000 Watsonville Teamsters turned out at this march.

Presser Non-Indictment Raises Crucial Questions

On Monday, August 27, Jackie Presser's uncle Allen Friedman walked out of an Akron courtroom a free man. That's normally good news for someone who spent the past year in prison and was looking at two more in the same spot.

But Uncle Allen wasn't happy. He announced he didn't want the charges against him dismissed, but demanded a new trial. And he said he had just two witnesses to subpoena: Jackie Presser and Ed Meese!

Uncle Allen apparently won't get that day in court, but a lot of us wish he would. Especially rank and file Teamsters, who deserve some answers about the hidden story of the Teamster president we never elected.

Here we review what is known and then pose some of the important questions that need to be addressed.

The Ghost Story

It is an open and shut case that Jackie Presser used hundreds of thousand of dues dollars from Local 507 to pay ghost employees. Two of them were convicted two years ago—John Nardi, Jr. pleaded guilty, and Allen Friedman pleaded innocent but was convicted by a Cleveland jury. (Both will likely now get their cases dismissed, by simply demanding the

Justice Department bring forward documents on Presser which the department does not want to reveal.)

Local 507 was a "ghost" local from the start. It was created by William Presser, who installed his son, his brother-in-law, and their friends as officers. Members were then stolen from other Cleveland locals and forced into it.

Over the past three years, Labor Department investigators carefully built a tight case on the ghosts. In January, the Justice Department in Cleveland recommended indictment of Presser in a 100 page prosecution memo. Recently, Cleveland Grand Jury members demanded to know what the delay was.

Finally, in July, the news leaked out that the case was being killed by the top levels of the Justice Department, claiming as a reason that Presser has been an FBI informant for years. It was already widely reported that Presser had acted as an informant against his enemies inside the IBT hierarchy, but the shock was that now this somehow gave him a license to steal the members' money.

Then it was reported that FBI agents Martin McCann, Patrick Foran and Robert Frederick, who have worked with Presser as an informant, had

actually authorized him to continue the ghost employee scam, which he began back in 1972. Most people find this a little hard to believe. But no one has offered any answer to the obvious question: if they were letting Presser steal the members' money to pay people off, why didn't they bother to tell investigators with the Organized Crime Strike Force who were moving against Presser?

That's where the story stands at present, and obviously there is a lot more cover-up than explanation in what has come out so far. We feel a lot of parties have important questions to answer, from the top government people to rank and file Teamsters.

Questions for the U.S. Government:

1. If the FBI allowed Presser to pay out dues money illegally, does the FBI plan now to repay the members of Local 507, or will TDU or someone else have to take legal action?

2. The FBI has announced it will investigate itself. Attorney General Ed Meese has announced he will investigate himself. Other agencies are getting into the act. But, if there is to be a real investigation it will most likely come from the Senate Investiga-

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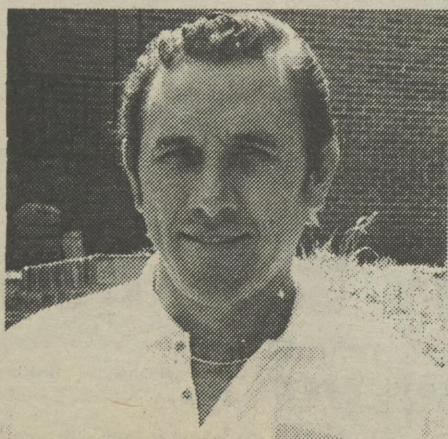
**1985
RANK & FILE
CONVENTION**

**OCTOBER 5-6
Chicago, Illinois**

We'll Be At the Convention

These members and hundreds of others will be attending one of the most important TDU conventions ever. The plans set on October 5 & 6 will take us to the floor of the IBT Convention in May, 1986, where reform delegates will be speaking at the microphones for the interest of rank and file Teamster members. Join us in Chicago to show your support and contribute your ideas. These members will be.

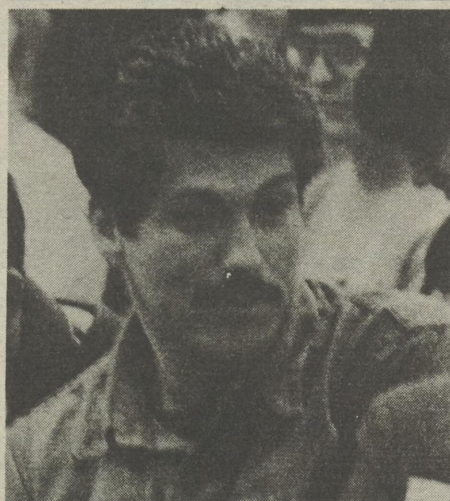
From Atlanta



Doug Mims
Consolidated Freightways
Local 728, Atlanta, Georgia

I'll be at the convention because thousands of Teamsters are finally understanding that we have to make some very serious changes in the union. We are working very hard here at the local level, but we have to unite nationally to accomplish our goals. My firmest belief is that to really make major changes in our union we have to first get the right to vote for the top dog, our International President.

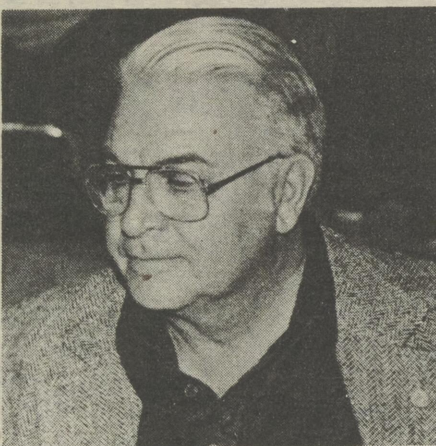
I urge all my brothers and sisters to be in Chicago to show everybody that we're determined to win this right, and that we're doing everything we can to make TDU stronger.



From Chicago

Red Reilly
Willett Freight
Local 705, Chicago, Illinois

To me it's almost like I've been in TDU since I was a teenager. My father was a strong union man who often reminded me that his family came first, his country second and then his union. Those principles are what TDU is all about today. My father also ascribed to the principle that a person never disgrace his family or his country, and never cross a picket line. So many of our union officials are doing just this today. Come to the convention to relive real union spirit.



From Boston

Dave Robbins
Lindenmeyr Paper Co.
Local 504, Boston, Massachusetts

Jackie Presser is the best friend our employers have had yet. If you could, would you vote for the guy? We need the right to vote for all our officers. The government's handling of the Presser investigation shows more than ever before that it's up to the Teamster rank and file to reform and strengthen our union. Nobody else is going to do it for us. See you in Chicago!



From Hartford

Gus Battaglia
Roadway Express
Local 671, Hartford, Connecticut

We in New England have lost enough to concessions. Now is the time to awaken the spirit our forefathers gave us. Show that spirit by giving support for the only way we have left to make our choices known. TDU is doing just that for you and me. So why not be a part of what is a proven fact? Need I say more?

From Louisville

Vince Meredith
United Parcel Service
Local 89, Louisville, Kentucky

When we are all out on our own during the year, fighting to keep the contract enforced and our heads above water, it can sometimes get discouraging. Often it feels like you may be the only one out there fighting for respect at work. One thing that keeps me going is the knowledge that I'll be getting together with other experienced and concerned Teamsters at the Rank and File Convention. Look forward to seeing you there!



Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1984 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU Steering Committee

Co-Chairs:
Doug Allan, #208
Mike Belzer, #705
Pete Camarata, #299
Cliff Coonley, #600

Organizer:
Ken Paff, #407

Trustees:
Mike Friedman, #407
Konstantine Petros, #20
Maralee Smith, #142

Members:
Emil Abate, #853
Barbara Boriotti, #804
John Braxton, #623
Manuel Diaz, #679
Brian Elliott, #966
Linda Gregg, #435
Jim Wardell, #710

Alternates:
Kyle Ray, #413
Sam Fenn, #63
John O'Brien, #445

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Washington Watch

Right to Attend Meetings

Watsonville TDU Legal Win Sets Precedent

Last month CD published an article by Watsonville TDUers who are fighting concession contracts at food processing plants in their area. These members sought and obtained a court injunction requiring Watsonville Local 912 to allow all local members to attend a meeting called by the local for members at one company to discuss a contract proposal.

TDU feels that the principle established here is an important one. Members of a local union should be allowed and encouraged to attend special division meetings where the issues debated affect them.

Local 912 is made up largely of food processing employees, and Shaws and Watsonville Canning are the two largest plants, with about 1,000 members each. In 1985 these employers pulled out of a multi-employer bargaining unit, and are now demanding and implementing extensive concessions from their workers. Workers at the other plants are watching the negotiations carefully, knowing that concessions won by these companies could eventually reach them.

In issuing the injunction, the judge relied on Article 14 of the IBT Constitution and the Landrum Griffin Act. Article 14 provides that the local

executive board may call membership meetings on a "craft or division, place of employment or other similar basis as it shall consider appropriate...there shall be no limitation on the right of any member to be heard at any such separate meeting provided herein all matters which apply to the general membership..."

Local 912 is now working to have the injunction overturned.

They argue that limiting these meetings prevents "an organized effort by non-employees of the employer directly involved to 'load' the meeting, and thereby dominate the meeting for their own purposes, and contrary to the interests of the members who are employees of the employer involved."

TDU member Joe Fahey explained that regardless of the outcome of this litigation the precedent it establishes is what is critical. "The members feel it is their right to attend these meetings," Fahey stated. This is about solidarity—union members at different plants and shops should stick together and back each other. That's why we successfully proposed and got passed by the local union (in a vote of 1221-55) a special strike fund with working members contributing \$5 per week, with an elected rank and file



photo by Bob Gumpert

I'll Be There

Frank Greco
Consolidated Freightways
Local 478, Edison, New Jersey

Since the inception of TDU/PROD it has become more and more clear that it is an absolute necessity, and that it sets the standards for our own union and also the greater labor movement. It is also clear in these days of heavy-handed union busters and the non-union attitudes on the part of our legislative and political leaders, that we in TDU must continue for the sake of the future of unionism.

Join with the other dedicated Teamsters who will be coming to Chicago to further our cause.

committee to oversee it. We're fighting union-busting with solidarity."

At a subsequent meeting held for Watsonville Canning employees held in August many workers from other

plants in Local 912 came out and were allowed to attend.

TDU will continue to press this legal point, which is about both democracy and solidarity.

New Mexico Drivers: Jiff-Lox is "Killer"

We are very interested in the study you are doing on problems with the Jiff-Lox converter dollies. We can't even count the number of our people who have been injured (mainly back problems and hernias) while trying to handle that stupid piece of equipment. They're bad enough to deal with on level pavement, but when you get out

in a dirt lot with potholes, the Jiff-Lox is a real killer.

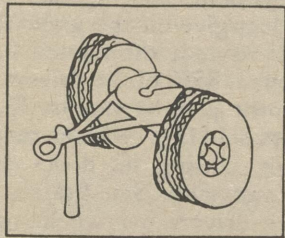
After the *Convoy* article came out on the Jiff-Lox, Roadway came out with a safety bulletin from Akron on this problem. It said that Roadway was putting handles on all the converters and that no one should have to change the converters by themselves. One driver went to an Arizona satellite terminal with a dirt lot and asked the terminal manager about getting some help, as mentioned in the safety bulletin. The TM's response was, "That may be the way they do it in Akron, but this is Arizona. Go do it alone."

We would like to see TDU make this a national campaign, and we would like to help. This problem will not go away without Roadway spending some money—and you know how they feel about that.

—Concerned Albuquerque Road Drivers

For more information, or a copy of the Roadway Safety Bulletin, contact the TDU national office. To discuss this issue and others of concern to road drivers, plan to attend the Road Drivers Workshop at the TDU Convention.

DRIVERS BEWARE!



of "BERTHA" the Killer

32% of all line driver injuries are related to mishandling "BERTHA". Approach and handle her with **EXTREME CAUTION!** Don't become her next victim!

Pension Law Changes Benefit Survivors

Under the original ERISA (Employee Retirement Income Security Act), a pension fund participant's spouse often wound up with no pension benefits if or when the participant spouse died. Now, recent changes in the law created by the 1984 Retirement Equity Act (which has just become effective) provide greatly increased protection for surviving spouses. Some of the changes are:

- Qualified plans are now required to provide automatic survival benefits. Participants may no longer elect against or waive their spouses' survivor benefits without consent of the spouse.

- Survival benefits must be at least 50% of what the plan paid during the joint lives of the participant and spouse.

- Many restrictions on survivor benefits are now prohibited. For example, a plan may no longer require that participants be married for a

period of time (a year or more) before receiving survivor benefits.

- Early retirement benefits must now be provided to the surviving spouse of any vested participant who dies before reaching retirement age. These benefits will vary depending on whether the spouse died before or after reaching the earliest retirement age under the plan.

- Participants who retired before 1984 (the effective date of the act), but after 1975, may now elect to obtain the early retirement protection of the Retirement Act.

If you have more questions on changes in pension law, contact the TDU Washington office or, better yet, attend the pension workshop at the TDU Convention on October 5 and 6.

Dues Should Be Two Hours

In response to charges and letters generated by TDUers and others, the IBT has issued a letter on dues. It is signed by General Secretary Treasurer Weldon Mathis. It deals directly with the freight contract but applies to UPS also, and makes it clear that part-timers under the "two-tier" and full-timers under progression rates cannot be charged dues over two hours pay unless this has already been authorized by a secret ballot vote of the membership. If you need a copy of the letter or advice on this matter, contact the TDU office.

Washington Office



This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

"No Wonder Our Company's in Trouble"

Scoop on Transcon's ESOP

Pete Sercombe
Transcon

Local 150, Sacramento, California

There's a lot of bull being shoveled by big companies like Ryder/PIE and McLean/Delta to sell their ESOPs. So, I think that our experience at Transcon should be of interest. We're one of the few companies that went with an ESOP and lived to tell about it.

Our ESOP started in November 1983 when 91% of us (3,500 employees) agreed to take a 12% payout in exchange for stock. No one was thrilled about losing the money, but it didn't sound all that bad.

We were to end up with 49% of the stock after five years, and we'd elect two people to the Board of Trustees. We also got a joint labor-management committee to administer the plan. The 49% of stock, combined with stock that we had already bought through our savings plan, would give us a 60% share of Transcon. We would own our own company!

So much for the sales pitch. Right now, we're paying \$26 per share through our 12% giveback for stock that's currently worth \$8 per share. Our joint committee has five people on it, three company lawyers and two workers hand picked by the company. We don't have a chance! One of the two "union" people just quit the committee, she was so disgusted with her lack of say in the company.

As for owning our own company, that

hasn't worked out so hot either. It turns out that the only nominations that they would accept for the two spots left for the union on the Board of Trustees were the ones that came from the round man in Washington, Jackie Presser.

I tried to run for one of the trustee positions, figuring that a truck driver just might know something that a lawyer wouldn't about running a trucking company. No way! They've refused to put my name on the ballot and are even threatening me with legal action for asking other Transcon employees for their votes. Well, we ended up "electing" two lawyers that

we never heard of as our representatives on the board. The only people they represent are the guys who had Hoffa disappeared.

The thirteen trustees get \$500 for each of the fifteen board meetings of the year, plus a \$12,000 a year salary, plus their expenses for going to the meetings! This adds up to a quarter of a million dollars a year just pissed away. No wonder our company is in trouble.

I'll be there at the TDU Convention, and I want all of you Ryder/PIE and McLean/Delta Teamsters to come to the ESOP workshop there and get the straight scoop on this ripoff.

Time Saving Costs Roadway Big Bucks

Cops Lock TM in Office, Fine Terminal

Roadway Express goes to great lengths to save fuel, shaving pounds off their rigs wherever they can, but Albuquerque Terminal Manager Ron Fetty has cost them what they've saved at his terminal.

In a series of three fuel spills this summer, Fetty has proved that the Roadway way isn't the best way, or the safest way. All of the spills were related, in one way or another, to Roadway's attempts to cut every

possible cost and every possible minute—no matter what the circumstances.

The first two spills were caused when an automatic shutoff failed to operate and when a hose not yet equipped with the proper nozzle for Roadway's new anti-siphon fuel tanks popped out. Where were the fuelers? They had started the pump going and then were ordered to bring in another truck. Fetty had issued an order to fuelers that each truck was to be handled in 13 minutes or less. If they went over 13 minutes, they had to call dispatch and explain why.

In early August, the Albuquerque Fire Marshall came to inspect the terminal's troubled fueling operation. He noticed a problem with the switch on a pump connecting two fuel tanks and ordered it fixed immediately. Fetty ignored the order.

The next day the switch failed. 5,000 gallons of fuel spilled into the yard and out into the street. A panicked Fetty had workers spread sand on the fuel, but continued to run trucks in and out of the terminal.

When the Fire Marshall arrived, he ordered the place shut down immediately until the spill was under control. Once again, Fetty ignored the order and told the trucks to keep running.

Go to Jail or Go to His Office

Five minutes later the State Police showed up. They gave Fetty his choice—either go to jail, or go to his office and stay there, like a good boy, until the Fire Marshall said he could come out. Hours later, while the cleanup continued, incoming drivers found the terminal still shut down. Fetty, meanwhile, was still sitting in his office with a mean looking State Trooper standing outside his door.

This whole episode of greed and mismanagement resulted in a \$50,000 fine for the terminal and a lot of embarrassment for Fetty. Meanwhile, the Big R drivers in Albuquerque are not at all convinced that Fetty has learned his lesson and they're busy building a TDU chapter to keep him from getting out of hand.



photo by Bob Gumpert

I'll Be There

Pete Sercombe
Transcon

Local 150, Sacramento, California

As far as I'm concerned, being at the TDU Rank and File Convention is something every Teamster should do—for the future of our union and for themselves. Nowhere else have I experienced the incredible unity of purpose and basic union spirit that happens every year at the convention. Make plans to be there yourself.

No Givebacks at Nielson

Nielson Freight Lines closed its doors in August in an attempt to coerce wage concessions. When drivers refused to give in to the power play, Nielson reopened operations and reinstated the drivers.

Nielson, a profitable California carrier with over 17 terminals, initially attempted to negotiate conditions drastically below NMFA levels. Drivers rebelled. Nielson tentatively negotiated a contract but then demanded 10% wage concessions in return for a worker profit-sharing plan.

Pat Ahern, a Nielson driver, believes that the plan was so slanted in Nielson's favor that to sign would have been the same as "kissing the money goodbye."

The Western Conference of Teamsters apparently told Nielson that profit-sharing plans are not covered by the contract and that Nielson could therefore negotiate individual deals with workers. Drivers believe it is clear that the contract prohibits mid-term concessions similar to those sought by Nielson.

Management, sensing that the union had just given it the green light to do as it wanted, threatened to close operations if 85% of the drivers didn't agree to the plan by August 16.

Drivers held firm. Nielson raised the stakes by closing its doors system-wide. Emeryville, San Francisco and San Jose drivers overwhelmingly refused to capitulate. Nielson did an about-face and resumed operations.

Ahern sees it as a real victory even though a defensive move. "We're fighting just to keep what we have," says Ahern. "But we showed unity and kept our dignity."

It might be just a first step towards turning the tide of concessions if the union would jump on the bandwagon.

Freight Lines

Top Ten Carriers Pull in 30% of Revenues.

According to a senior transportation analyst, the ten largest freight carriers have increased their share of the less-than-truckload freight to 30% of revenues and a whopping 42% of operating profits over the last ten years. William Legg, analyst for the investment banking firm of Alex Brown & Sons, said that if the two money losing carriers in the top ten (Ryder/PIE and McLean) were excluded, the remaining eight would generate over half the industry's profits.

Independents Organize, Celebrate with Truck Convoy.

To celebrate their decision to join IBT Local 70, over 150 owner-operators recently staged a mile-long convoy in Oakland, California. The drivers work out of the Port of Oakland hauling container freight and piggyback for shipping companies. Shippers have been cutting the hauling rates, making it harder and harder for the owner-operators to survive and encouraging them to seek union representation. According to Local 70 Sec. Treas. Chuck Mack, "The independent truckers try to make a go of it, and they find they can't survive. They find they have to get organized to get agreements." These drivers did, and are obviously proud of it.

CF Loves New Contract.

In their second quarter report to their stockholders, Consolidated Freightways Inc. gleefully reported on the latest National Master Freight Agreement. Contrary to what Jackie Presser says, CF reported that the new contract includes "a number of concessions, such as a two-tiered wage scale, a reduction in pay for casual employees, and changes in work rules."

The 50c pay raise and slight increase in benefits didn't seem to bother the gigantic carrier at all, as they reported, "If fully implemented, changes in work rules will help reduce the impact of the increase in salaries and fringe benefits."

Operating income for CF Motor Freight fell by 14% during the second quarter, while non-union Con Way Central and Con Way Western were reported as being "solidly profitable."

Members of Printers' Union Vote No on Merger

Presser's Takeover of ITU Flops

On August 28, members of the International Typographical Union (ITU) voted by an overwhelming 2-1 margin to reject Jackie Presser's bid to merge their union into the Teamsters. "It was another blow to the prestige of Jackie Presser," noted an Associated Press story run in many newspapers.

"They came out to save our union," stated Ralph Kessler, editor of the San Francisco retirees newsletter for the ITU. "It was an historic act by the membership. The nearly 80% turnout was much higher than any other vote we have had."

Robert McMichen, President of the ITU, stated, "The strong vote will put the Teamster affair behind us," and noted that the ITU "traditions of democratic unions" led to the result.

Presser's move to capture the

70,000 ITU members has been his primary effort over the last two years, with millions of dollars spent on the effort. He used organizers, lawsuits, a watts line, newsletters, numerous conferences, raids on ITU locals and more. But on August 28 the vote came

ITU cannot determine the future of its own union." This was a bizarre charge considering the fact that ITU members had the right to vote on the merger. Teamster members did not. And ITU members have a right to elect their top officers, Teamster members do not.

"The membership of the ITU cannot determine the future of its own union."

— Jackie Presser

in, 34,234 to 17,547. An additional 3,000 votes were challenged, most of them from Montreal where voting was heavily anti-Presser.

In a press release responding to the defeat, Presser claimed the vote showed that the "membership of the

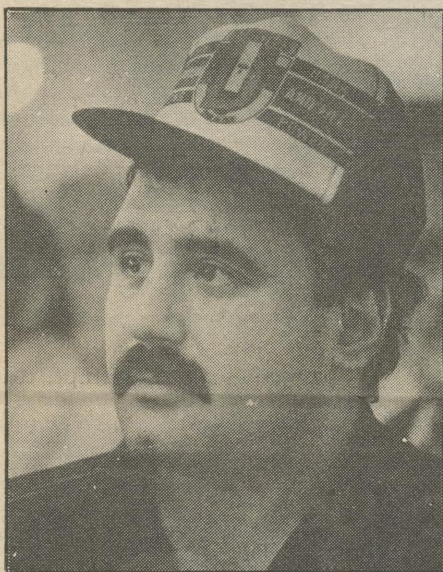
TDU has consistently argued that instead of spending millions of dollars attacking and raiding other unions, we should launch major organizing drives in the trucking and warehousing industries to rebuild our union's strength and protect our bargaining

clout.

Presser has told the press repeatedly that he has built the union up from 1.5 to 1.9 million members. But the LM-2 financial reports signed by himself tell a different tale. In 1981 our union had 1.8 million members. Now it's down to 1.6 million. The case for a massive organizing drive is stronger than ever.

The failed ITU effort also cost our union in terms of solidarity. Other unions and the AFL-CIO are not inclined to support us when we raid them. We hope that Presser will not continue to raid the various ITU locals, as he has indicated he might, but will instead begin to consider really organizing the unorganized, an effort so badly needed in our union.

I'll Be There



Convoy-Dispatch photo by Bob Gumpert

Out with the Old (\$13/hr.), In with the New (\$9.50/hr)

Big R Cashes in With New NMFA

**Konstantine Petros
Roadway Express
Local 20, Toledo, Ohio**

Toledo, Ohio Roadway Express has started another campaign to fire its employees, spurred on by the new contract that allows casuals to make \$11/hour and new hires to start at \$9.50. Their campaign includes firing people for things like having too many mishandling freight letters, and for filing too many accident reports. They've also used the new contract language to their advantage by laying people off so that they can use casuals making \$11/hour.

The number of letters per month has

increased from about 65 in April to 318 in May and 245 in June. The company's done an about face since their statements of last June about how good a job everyone was doing, and now claim that people are making too many mistakes and doing a poor job. But of course, we all know that they need some kind of "justification" for trying to take away our coffee breaks, firing people, giving letters for filing accident reports, keeping people on laid-off status, refusing to hire casuals even when they have worked over 30 days in 90, and harassing people for their union activities.

Laid-off people aren't being spared, either. They are discouraged from working due to the fact that they will then be obligated to the company for the rest of the week, as according to

Article 43.

The laid-off employee may be excused from being available for a call if he can prove he was working another job while the call was being made. If you don't have another job, you can wait days on end for another call from Roadway. The employee and his family have a choice of starving to death or looking for another job and missing the few opportunities that Roadway may give him to work that week.

I can write forever on what goes on at the Big R in Toledo, but the limited space in CD prevents me from doing so. But I hope to see other Roadway Teamsters at the TDU Convention in October and at the Roadway meeting that will take place there.

Questions on Non-Indictment

continued from page 1

tions Committee. Will the FBI and Justice Department cooperate with that investigation?

3. Will the U.S. Department of Labor act quickly on the legal action filed August 9 by TDU and the Association for Union Democracy demanding enforcement of our right to elect all delegates to the IBT Convention next year?

Questions for Teamster officials:

1. How does it feel to have an FBI informant as the Teamster president?

2. There is jockeying for power behind the scenes to replace Presser. Don Peters of Chicago and Joe Morgan of the Southern Conference want the job. How about an open race for it next May at the IBT Convention?

Questions for Jackie Presser:

1. We pay you \$755,000. Does the FBI pay you also for services?

2. It has been widely reported that you helped provide information leading to the wiretaps that convicted Allen Dorfman and Roy Williams. Are you hiring extra body guards?

Questions for Rank & File Teamsters:

1. Do you want the right to vote for IBT President, and do you realize that if a few thousand more Teamsters join

TDU we will have a much greater chance to win it?

2. Do you know that TDU has already filed a legal case to begin the battle, but more support is needed?

3. Have you written your Congressperson and Senators supporting the investigation started by Senators Roth (R-Del.) and Nunn (D-Ga.)?

4. Will you be at the October 5-6 Rank and File Convention in Chicago to help launch a movement to win the right to vote?

Where We Stand

We feel Jackie Presser should not be president of the Teamsters Union but, more importantly, we feel that decision is up to the rank and file, by the right to vote. We intend to launch a campaign to win that right.

We intend also to pursue any possible legal action to restore the funds that were paid out to ghosts from the pockets of working Teamsters.

We believe we have the most effective and most democratic strategies for winning these goals. But we are always looking for more ideas and new leaders from the rank and file. That's what TDU is all about. We invite you to join with us—Teamsters united to win the right to vote.



10th Annual Rank & File Co

FRIDAY — EARLY EVENTS

For those who arrive early, Friday promises to be very special. Two workshops are scheduled for the afternoon: Leadership Training and Advanced Chapter Building, and Contemporary Labor History by Professor Nick Salvatore. Following dinner on Friday evening there will be a presentation by Professor William Adelman on the labor movement's historic fight for the eight-hour day during the late 1800s. Get an early start on the Convention by arriving Friday to take part in these events, sightsee Chicago and renew friendships.

HOSPITALITY ROOM Noon - 5 pm

EARLY REGISTRATION 2 pm - 5 pm

SPECIAL WORKSHOP Noon - 2 pm

Leadership Training & Advanced Chapter Building (Part 1)

The first part in a two part workshop, this session is a study in the techniques of developing leadership skills, learning how to involve others, developing better programs for recruiting new members, and developing strategies and tactics for building local TDU chapters.

BREAK & VIDEO SHOWINGS 2 pm - 3 pm

TDU and the IBT Convention, 1981

The Inheritance

SPECIAL WORKSHOPS 3 pm - 5 pm

Leadership Training & Advanced Chapter Building (Part 2)

Contemporary Labor History (1945 till the present)

A review of the past 40 years in labor history. How did the union movement turn from a powerful and influential factor in American life to its present condition? A look at where we've been and where we're going.

WIVES' RECEPTION 5 pm - 6 pm

VIDEO & FILM SHOWINGS 6 pm - 7 pm

Labor's Turning Point

With Babies and Banners

DINNER 7 pm - 8 pm

SPECIAL PRESENTATION 8 pm - 10 pm

Haymarket Revisited, a special presentation on labor's roots and the fight for the eight-hour day, will take place following dinner on Friday. Professor William Adelman from the University of Illinois will lead the program, which includes slides, songs, and commentary. Attend the Convention early and take advantage of this opportunity to learn about the events that laid the foundation for our present day unions.

RECEPTION & CASH BAR 10 pm - Midnight

SATURDAY BREAKFAST FOR EARLY REGISTRANTS 7 am - 8 am

SPECIAL EVENTS

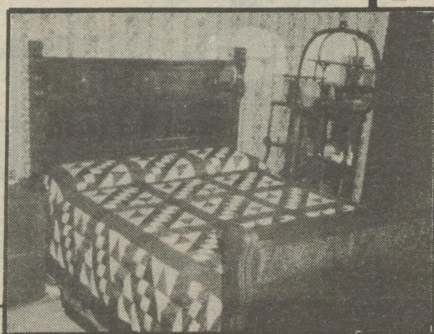
Films and Videotapes: Several films and videotapes will be shown throughout the convention weekend. This year we are proud to have **Babies and Banners**, a film on the Women's Emergency Brigade — the women, wives, mothers, sisters and sweethearts who were the backbone of the UAW sitdown strike in Flint, Michigan during the 1930's. Also shown at the Convention will be the **Inheritance**, a film that looks at the progress workers have made through their unions since the turn of the century.

Special Saturday Night Program. To celebrate our 10th Annual Convention, we will be having a special program on Saturday night, titled **Ten Years of Growth and Progress** featuring a presentation by and about the Teamsters who have helped to build the rank and file movement. A time for newer TDUs to hear TDU's history, and for original members to reflect on the early days of our organization.

Wives Reception. Wives arriving early are invited to a reception Friday evening. Come and get acquainted. On Saturday afternoon there will be a tour of the Antique Warehouse, and information will be available on shopping and sightseeing in Chicago.

QUILT RAFFLE

Francis Adcock, wife of retired carhauler Jim Adcock, has once again produced a beautiful quilt that will be raffled off at our convention. Also this year, Sarah Bequette, wife of Local 600 member Delmar Bequette, has donated a lovely afghan, and Jim and Phyllis Mays of Dubuque, Iowa have donated a new gas grill. Tickets for the raffle are \$1 each, or \$10 for 15. They will be sold throughout the convention, but you can order them ahead of time by contacting the TDU office.



SATURDAY

SATURDAY BREAKFAST FOR EARLY REGISTRANTS 7 am - 8 am

REGISTRATION 8 am - 10:30 am

SESSION I: A Year of Progress 10 am - Noon

CHAIR: Cliff Coonley, Local 600, St. Louis

GREETINGS FROM CHICAGO: Dan Charleston, Local 710, Chicago

OVERVIEW OF CONVENTION: Maralee Smith, Local 142, Gary, In.

SPEAKERS: Linda Gregg, Local 435, Denver, Colorado

Frank Greco, Local 478, Edison, New Jersey

Bill Slater, Retired, Local 315, San Francisco, California

LUNCH Noon - 1 pm

Roadway Teamsters' Meeting and Lunch Noon - 1 pm

Women Teamsters' Meeting and Lunch Noon - 1 pm

SESSION II: Workshops 1:00 - 3 pm

- 1) Building TDU Chapters
- 2) Productivity Harassment, Speed Up, and How to Combat It
- 3) Understanding Arbitration
- 4) Your Legal Rights On the Job and In the Union
- 5) Being Effective at Union Meetings
- 6) Running for Office
- 7) ESOPS (Employee Stock Ownership Plans)
- 8) Shop Floor Organizing
- 9) Running for IBT Delegates

COFFEE BREAK AND VIDEO SHOWINGS 3 - 3:30 pm

SESSION III: It's Our Organization 3:30 - 5:30 pm

Chair: Pete Camarata, Local 299, Detroit

Organizer's Report: Ken Paff, TDU National Organizer, Detroit

IBT Convention Plans: Doug Allan, Local 208, Los Angeles

Nominations for Intl. Steering Committee: Jim Wardell, Local 710

SPECIALIZED WORKSHOPS 5:30 - 7 pm

- 1) Taking Photos for *Convoy Dispatch* and Local Newsletters
- 2) Double Breasting: Strategies to Combat it.
- 3) Quality of Worklife Programs
- 4) "Adapt or Die." ABC-TV Documentary on Unions in South Africa

MEETINGS BY COMPANY 5:30 - 7 pm

Contact TDU's office to set up a meeting for members at your company

CONSULTATION WITH TDU ATTORNEYS 5:30 - 7 pm

BREAK AND COCKTAIL HOUR 6 - 7 pm

BANQUET 7:30 - 9 pm

PARTY, MUSIC AND CASH BAR 9 pm - 1 am

VOTING FOR INTERNATIONAL STEERING COMMITTEE 10 - 11 pm

SUNDAY

COFFEE & VOTING FOR INTERNATIONAL STEERING COMMITTEE 8 - 9 am

SESSION IV: Jurisdictional Meetings 9 - 11 am

- 1) Freight and Cartage
- 2) United Parcel Service
- 3) Carhaul
- 4) Grocery and Warehousing
- 5) Wives in TDU

BRUNCH 11 — Noon

SESSION V: WORKSHOPS Noon - 2 pm

- 1) Know Your Pension Plan
- 2) Using the Grievance Procedure (Panel)
- 3) Road Driver Safety and Health
- 4) The NLRB and How to Use It
- 5) After You're Elected
- 6) Understanding Changes of Operations
- 7) Discrimination
- 8) Labor History (Rank and File Movements)
- 9) Using and Improving Chapter and Shop Newsletters

SESSION VI: The Road to Reform: 1986 2 - 3 pm

Chair: Mike Belzer, Local 705, Chicago

Introduction of the new TDU Steering Committee and Election of Officers

Convention — October 5 — 6

10 Years of Struggle & Progress



Saturday Night Celebration of the Roots of the Rank & File Movement

A special highlight of the 10th Annual Convention will be Saturday Evening's Celebration and Commemoration of the growth of the rank and file movement in the Teamsters' Union. Saturday evening's program following the banquet will highlight those Teamsters who have been a big part of building TDU, and those who participated in earlier efforts to reform our union. Join with us at this special tribute to our history and traditions. From the early days of the union, to Teamster United Rank and File (TURF) in the late 1970s, to PROD and TDU — we have a proud tradition of rank and file unionists on the front lines of the effort to build and strengthen our union. Join us to celebrate.

GETTING TO THE CONVENTION

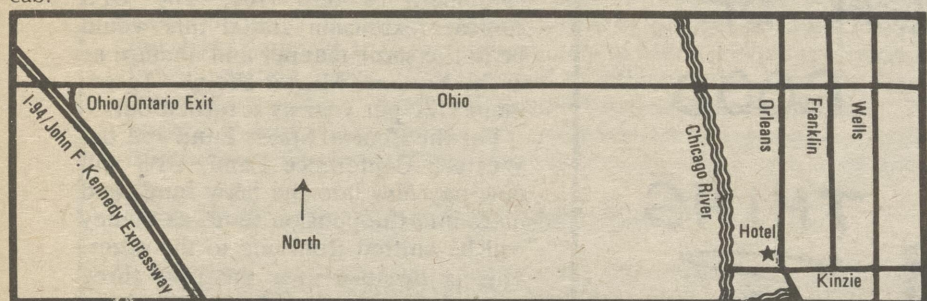
This year's Convention will be held for the second year at the Holiday Inn Mart Plaza in downtown Chicago. All Convention activities and rooms will be on the same premises.

For car parking. . . The hotel parking is free for registered guests. For all others, the maximum charge per day is \$6.50.

From the O'Hare Airport. . . Continental Airport Bus Service runs directly to the Hotel. Look for 'ground transportation' signs and ask for the right bus.

From Midway Airport. . . Take Continental Bus Service downtown to the Hyatt Regency Hotel (nearest stop to the Convention). From there, a cab ride will cost about \$2.50.

Share a Cab! If you fly in with others, a cheap ride from both airports would be to share a cab.



WORKSHOPS — SATURDAY

1. Building TDU Chapters and Recruiting Members. The basics of building membership, getting people involved and overcoming apathy. Techniques for signing up members and planning projects will also be discussed.

2. Understanding Productivity Systems & Speed Up and Learning How to Combat Them. An experienced Industrial Engineer and union time study expert will explain the various productivity systems, the effects they have on workers and what can be done to protect yourself against them. Bring your questions.

3. Understanding Arbitration. Many Teamster contracts provide for arbitration at the final step of the grievance procedure. How it works, which grievances win or lose, and what you can do to prepare for your arbitration hearing. (A separate workshop is provided for Teamsters under contracts that use the panel system.)

4. Your Legal Rights on the Job and in the Union. Know how to protect yourself and your fellow workers. An explanation of your rights in the union, on the job, and as a rank and file activist.

5. Being Effective at Union Meetings. A look at basic parliamentary procedure, how to organize effectively before and at your local meeting and how to get motions passed. Know how to be prepared.

6. Running for Local Union Office. Techniques and strategies that can help win and build the rank and file movement. Special attention given to legal technicalities, filing election protests, and insuring your rights as a candidate.

7. Understandings ESOPS (Employee Stock Ownership Plans). This workshop concentrates on the ins and outs of ESOPS. What they are, how they work, and what to do if your company proposes one.

8. Shop Floor Organizing. Winning victories for the rank and file requires planning, organizing, and leadership skills right where you work. This workshop will help you build unity among co-workers, fight apathy, and aid you in developing a plan for your shop or barn.

9. Running for IBT Convention Delegates. Many local unions will hold special delegate elections in early 1986. If your local is one of them, you should attend this workshop to learn how to run an effective campaign to win a position as a voting delegate to the IBT Convention next May.

WORKSHOPS — SUNDAY

1. Know Your Pension Plan. Are you unfamiliar with reciprocity, vesting and credited service? This is the workshop for you. Pension experts explain what you need to know.

2. Using the Grievance Procedure (Panel). Find out how to write, investigate, and organize to make your grievances more successfully. Emphasis on tactics that can help you win.

3. Road Driver Safety & Health. Discussion of issues of concern for road drivers.

4. The NLRB and How to Use It. The NLRB has provided protection to workers for 40 years. But can it help you when you need it? A discussion of how to make the best use of what rights and protections the NLRB provides. Tips on how to cut through red tape.

5. After You're Elected. Discussion of some of the successes and problems encountered by reform Teamsters who have won local office. Also, ideas for revitalizing local unions.

6. Understanding Changes of Operations. Discussion of the problems that can arise in changes of operations and what can be done to prevent them.

7. Discrimination Against Women and Minorities. How to combat age, race and sex discrimination on the job and in the union.

8. Labor History (History of Rank and File Movements). The roots and history of the labor movement from the rank and file perspective. Presented by Cornell University Professor of Labor History and former Teamster, Nick Salvatore.

9. Using and Improving Chapter and Shop Newsletters. How to produce the best newsletter possible for your TDU chapter or in your shop or barn. Tips on layout and design, cartoons, choosing articles, writing and other skills.

1985 Rank & File Convention

★ ★ ★
October 5 & 6

★ ★ ★
**Holiday Inn
Mart Plaza
Chicago, Illinois**

Register Now Save \$10!

Teamsters and spouses, postmark your registration before September 16 and receive a \$10 reduction in registration fee (\$5 if registering for one day).

Name _____

Address _____

City _____ State _____ Zip _____

Phone () _____ Local # _____

If registering for others, please give same information.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with costs. Those traveling between 500 and 800 miles (one way) receive a \$10 reduction in registration fee. Those travelling over 800 miles receive a \$20 reduction in registration costs. (Everyone must pay full housing costs.) For flight information, contact the TDU office.

MAIL TO: **TDU, BOX 10128, DETROIT, MICHIGAN 48210**
Phone: (313) 842-2600

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

CONVENTION REGISTRATION	# of Persons	TOTAL		
Saturday & Sunday	\$75.00	_____	_____	_____
Saturday Only	45.00	_____	_____	_____
Sunday Only	30.00	_____	_____	_____
Fri. Dinner & Sat. Breakfast	23.00	_____	_____	_____
HOUSING COSTS (Includes Tax)	FRI.	SAT.	SUN.	TOTAL
All rooms \$65 per night.				
Single Occupancy				
Double (or multiple) Occupancy				
Sharing cost of room with: _____				
(All rooms have 2 King Size beds)				
CHILDCARE	# of Children			
(see info under Registration inside)		_____	_____	_____
Meal-only price for spouses	\$40	_____	_____	_____
Not a TDU member? Membership expired? JOIN NOW! \$25 for a year or \$60 for three years. \$10 rebate for those joining at convention, or when registering.		_____	_____	_____
TOTAL AMOUNT		_____	_____	_____
Less reduction for early registration and, if eligible, registration reduction due to distant travel.		_____	_____	_____
TOTAL AMOUNT PAID		_____	_____	_____

TDU Meets

Bay Area TDU Party
Saturday, September 14
6 pm
call (415) 654-8121 for more information

Des Moines Area
Saturday, September 14
1 pm
Knox's Cafe
1535 E. Euclid Ave.
Des Moines
Guest Speaker: David Pratt, **Convoy Dispatch** editor.

Detroit Area
Sunday, September 22
11 am
PLAV Hall, Michigan & Central
(First block north of Michigan, parking across the street.)
Detroit

Kansas City Area
Sunday, September 15
noon
Piccolo's Jazz Club
18th and Vine
(off 18th and the Paseo)
Kansas City, Missouri
Guest Speaker: David Pratt, **Convoy Dispatch** editor.

Los Angeles and Orange County
Sunday, October 27
noon
Guirado Park
5760 Pioneer Blvd.
Whittier

Memphis Area
Sunday, September 15
noon
Denny's Restaurant
2860 Airway Blvd.
Guest Speaker: Ken Paff, TDU National Organizer.

Nashville Area
Saturday, September 14
2 pm
Holiday Inn
981 Murfreesboro Rd.
(south on Murfreesboro off I-24)
Guest Speaker: Ken Paff, TDU National Organizer.

Omaha Area
Saturday, September 21
2 meetings: 11 am and 4:30 pm
Holiday Inn
I-29 and 25th St.
Council Bluffs
Guest Speaker: Rick Smith, TDU Organizer.

Rochester, New York Area
Saturday, September 14
noon
Three Acre Party House
88 Whittier Rd.
Take I-490 to Rt. 33 (Buffalo Rd.) to Whittier Rd.
Ogden
Guest Speaker: Rick Smith, TDU Organizer.

St. Louis Area
Saturday, September 21
1 pm
Amvets Post 88
8449 N. Broadway
St. Louis
Guest Speaker: Ken Paff, TDU National Organizer.

West Virginia
Sunday, September 15
2 pm
Ramada Inn
2nd Ave. and B St.
(off Montrose Drive)
South Charleston

Worcester, Massachusetts Area
Sunday, September 15
9 am
Grafton VFW Post
Grafton, Mass.

Watsonville TDU Fights Union Busting

Continued from page 1

The response from Shaw and Watsonville Canning workers has been swift and overwhelming. Watsonville Canning workers voted 545 to 6 to strike rather than accept the company's offer. Workers from all eight plants voted 1221 to 52 to assess themselves \$5 per week for a fund to help striking workers.

Watsonville TDU has been working to organize constructive avenues for frozen food workers' anger and determination. To start, we have been holding weekly meetings to plan strategy. We successfully passed a motion at the July union meeting for a march of the frozen food workers, and

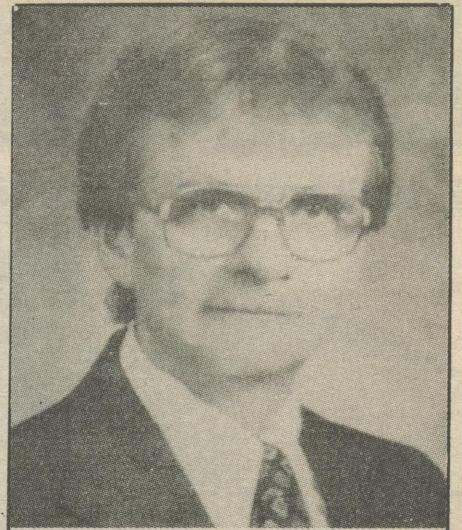
we were able to enforce that motion and carry it out. Over 1,000 Teamsters turned out to march up Main Street despite resistance by local officials (who told members they would be arrested if they marched).

In the end all the union officials turned up at the march, and the head of the local was passed the microphone at the rally by a TDU leader. This is just one example of how TDU has helped convince members that organization can make a difference.

We also initiated the idea of a strike fund and pressed for an elected committee to administer the fund—the first elected committee in Local 912's history. When Watsonville Canning management returned the previous month's dues to members, we put out leaflets asking workers to take the checks to the union.

Members were suspicious and frustrated when strike sanction was held up by the Western Conference, but TDU helped out by writing and passing motions calling on officials to call a strike for September 6. Although he resisted the original motion, Local 912 Secretary Treasurer Richard King did call a strike.

On September 10, the strike began against the two union-busting corporations. Other employees are watching the outcome. We face a tremendous challenge, but the crisis has transformed our local into a stronger and more democratic one. Now we have to use that solidarity and unity to win.



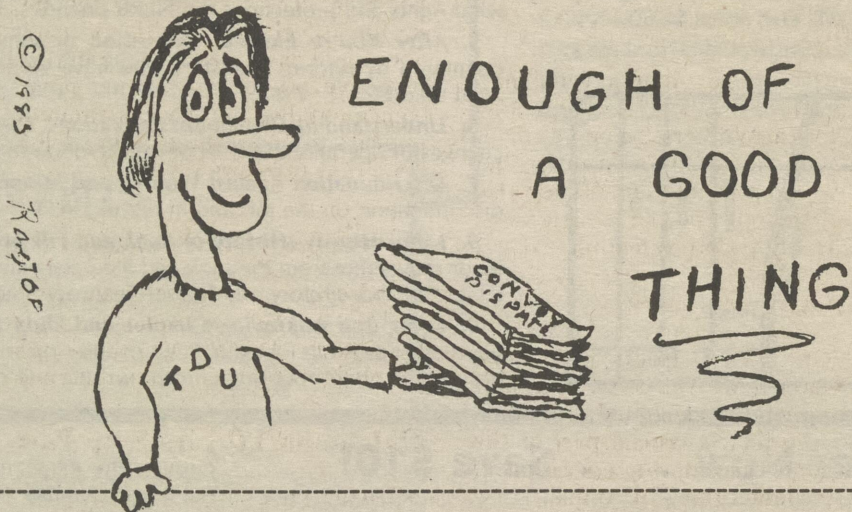
Legal Battle Continues for Massachusetts TDUer. Four years ago, John Teehan was removed from his position as Springfield Local 404 Vice President and business agent on trumped up charges by Local 404 Secretary Treasurer Al Tardy that he had misused his union credit cards. Recently, a jury ruled that Tardy had acted in "reckless disregard," and ordered Teehan compensated \$20,000 plus interest. On a technicality, the judge ordered a re-trial, which could take more than a year. Nevertheless, Teehan is confident justice will be served, and expects the next jury to rule the same way.

New Chapter in Shreveport

On August 24, 50 Teamsters from the Shreveport, Louisiana area met and voted overwhelmingly to form the Shreveport TDU Chapter. The group included members of Local 568, and some from Local 270 as well, which includes all UPS employees in the state of Louisiana although it is based in New Orleans.

Interested Teamsters in the area should contact the TDU National Office for more info on getting involved in the Shreveport chapter.

YOU CAN GET
ENOUGH OF
A GOOD
THING



Convoy Dispatch by the Bundle!

For just a few dollars each month, you can get a regular bundle of **Convoy Dispatch** from TDU. Keep the Teamsters you work with informed about latest developments on contracts, important legislation, local elections, and rank and file actions. Subscribe today and we'll start your bundle sub with the next issue. You'll be billed for future bundles.

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Warehouse ☐ Other _____

Bundle size: ☐ 10 (\$3) ☐ 20 (\$4) ☐ 50 (\$5) ☐ 100 (\$9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

No COLA, 50c Raise, 10c to Benefits

UPS employees nationwide get a 50c raise effective September 1. This was the big selling point (along with the bonus) of the contract last year. The benefit increase (h&w and pension combined) is only 10c. The UPS contract extension stated this would be in the same manner and amount as in the National Master Freight Agreement (10c per year as it turned out).

For the Central States Fund and the Western Conference Fund, UPS will now pay less into the h&w fund, and more into the pension fund, as money will be shifted from one to the other. This is because over the past three years the company and the union have taken our entire COL and put it into the h&w fund, and then (surprise!) found out they had too much money there, and have cut the employer obligation to the h&w fund.

Our cost of living allowance was also due September 1, but will be zero. It was given up in the contract extension. It would have been 31c, under the terms of our previous contract. Now, it would have to top 60c for UPS Teamsters to see any of it in their paychecks.

MOVING?

Notify us of your new address or you will **not** receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will **not** be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

One Member's View:

UPS Teamsters: Let's Be Heard

Gary Lewis
United Parcel Service
Local 41, Kansas City, Missouri

Brother and sister Teamsters—join me at the TDU Convention and be a part of the effort to better our union. Last year UPSers witnessed their contract being opened and extended with the agreement from UPS that there would be no language changes. The National UPS Negotiating Committee refused to discuss any issues of concern to us.

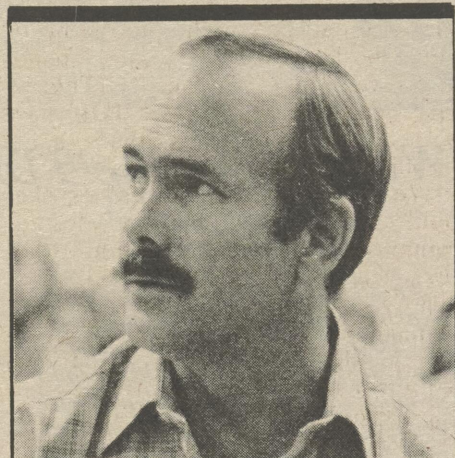
Since the passing of the extension we have witnessed several changes through deals made by our union leaders which result in lost jobs and wage changes. One major change, the use of part-time drivers for Next Day Air work, has been allowed in many areas with the tacit approval of our local and International leaders. The membership had no voice in this decision.

This and so many other issues show how important and urgent it is that we demonstrate our concern to be heard, our concern to exercise our rights, and our desire to build a democratic union. All of us can be heard immediately by joining TDU and becoming part of that positive effort to better our union.

We are fighting to preserve jobs, to stop job discrimination and inadequate job protection, and to maintain the basic union principle of equal pay for equal work. True, some corporations have suffered losses due to non-union

competition, but non-union companies exist due to the inability of our union leaders to organize.

It is because of this inability that our leadership has become ineffective, and allowed concessions like two-tier wage systems that are so divisive. Last year,



I'll Be There

Lou Woodward
United Parcel Service
Local 79, Tampa, Florida

I attended last year's convention and found it very informative. I enjoyed meeting other UPS employees who were concerned about working conditions and harassment of drivers. I look forward to renewing these acquaintances, and meeting other concerned UPS Teamsters.

according to the U.S. Bureau of Labor Statistics, roughly 200,000 workers signed two-tier contracts. Our economic stability is clearly at stake here.

The way I see it, TDU has made many gains and has a proud record of accomplishments in the effort to better our union. Let's all do our part—join TDU and join me at the TDU Convention.

Socializing Gets Results

UPS Teamsters at the Falls Church Center in Alexandria, Virginia are getting organized, and showing that a little work can go a long way.

Package car driver Anthony Smith reports that harassment from UPS management was heavy going into the summer. One driver was written up for 31 supposed violations in a single day, including not having his money in correct denominational order.

Smith told CD, "We felt we had to start out small, and take it from there. So we decided to do something social, by having a cookout, and then throw a little business in. Well, it worked. The cookout was a success, and it brought drivers together who don't usually see each other, giving them a chance to compare stories and share some ideas."

Following the cookout, some of the

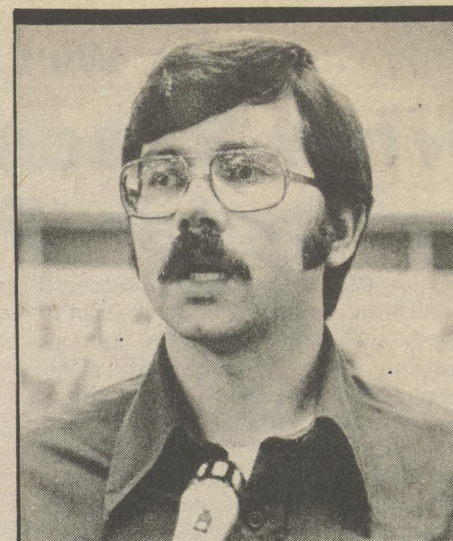


photo by Bob Gumpert

I'll Be There

Jim Wardell
United Parcel Service
Local 710, Galesburg, Illinois

The recent Justice Department decision not to indict Presser on federal charges makes it obvious that we won't receive any help from the government in ridding our union of graft and corruption. The convention is the rank and file members' chance to play a role in helping to clear out the unelected and dishonest officials from our union.

members decided to do something about the problem of drivers working off the clock in the morning. To start, they organized a team to walk the entire building one morning, warning drivers to knock it off. It worked, and the group hopes to stay active, taking further steps to improve conditions.

UPS and Downs

Cincinnati Clerks Stop Decertification.

A union decertification drive encouraged by UPS management in Cincinnati has been nipped in the bud by the clerical employees involved. On August 29 the clerks voted 49-10 to remain members of Clerical Workers Union Local 98. In an unsigned memo, UPS had tried to influence the voting by arguing that the clerks would be "better off without Local 98's representation." They also brought in higher-ups from Seattle and other areas to pressure the clerks into decertifying. These members made it clear that they were remaining union.

New Problems Claimed on GMC Astros.

Handling and brake problems with UPS' GMC Astro trucks have been cause for concern among drivers for some years now. The front and rear suspensions on 1984 and 1985 models were completely redesigned, but some drivers report that problems still exist. The drag link, a crucial part of the steering mechanism, has reportedly broken in some cases during operation. If you have had problems with the Astro, please contact the TDU office.

BINGO Hits Downstate Illinois Centers.

August saw the introduction of BINGO to some downstate Illinois centers. How do you win? Drivers are given a number for each day that they come in without having had an accident or injury. Fill your card and you win a t-shirt. The program is called SAFE-T, to encourage safe driving. They are right about one thing anyway—making it through a day at UPS, following "correct methods" and coming out scratch at the end of the day, without having an accident is a gamble!

"When You're Fair, You're Good."

Feeder drivers in the Tucumcari, New Mexico center figure UPS must not be good, because they sure aren't being fair. When the Brown Machine decided to move its Tucumcari feeder runs to Albuquerque and Amarillo, Texas, the six Tucumcari drivers weren't thrilled, but they began to make plans to move. They were shocked when UPS said that they would not be allowed to follow their work (although they were encouraged to go and apply

as new employees!).

When they met with Local 492 it seemed that nothing was being done. They responded by circulating a petition to both UPS and freight people in Local 492. The response was good at UPS, and the freight drivers were eager to sign as well, because the principle of following your work during changes of operations is so basic to the entire industry.

As we go to press, they have gathered hundreds of signatures and, coincidentally, the local is suddenly showing great interest in the case and appears to be starting to do its job. Way to hang together Tucumcari! Just keep that pressure on.

New Jersey UPSers Reject Proposal to Give Up 25c of New Raise.

In a close vote, New Jersey UPS Teamsters in Local 177 voted by a 739-651 margin to reject a proposal to give up 25c of the raise they are due this September. The 25c would have gone into the pension fund to increase benefits, bringing an automatic increase of \$250 and 25-and-out at any age.

Oklahoma TDUers Stop Part-Time Shuttle Runs.

Up until the end of August, UPS was getting its way with two Next Day Air shuttle runs from the Enid, Oklahoma center to the Oklahoma City airport. In violation of the contract, they were using part-time drivers for both of the runs. Steward Chuck Byrd filed a grievance on the violation, and he and other members pursued it aggressively. Finally, at the end of August, the grievance won at the panel, and both runs were put up for fulltime bid. "Persistence paid off," TDUer Jack Branstetter pointed out. "And we actually won a grievance that went to the panel." Congratulations to Enid members on this victory. What about other centers—are part-time shuttle drivers still being used in your center?

Brown Dog Initiates Write-In Campaign to 20/20.

The latest issue of the *Brown Dog News*, a northern California rank and file UPS newsletter, encourages readers to write to the television news program 20/20 asking that UPS' management practices be investigated and publicized. *Brown Dog* even supplies an addressed post card that can be used for that purpose. Other UPS Teamsters are encouraged to write 20/20 at 77 W. 66th St., New York City, New York 10023. Maybe shining the light of some publicity on UPS' feudal practices will help bring us out of the dark ages.

Only Guarantee: We'll Take 15% of Wages

What Execs. Say on Ryder/PIE ESOP

Ryder/PIE officials have completed a tour of the country in their attempt to answer questions and stifle rumors regarding their proposed ESIP (Employee Stock Investment Plan). Much to their surprise, they were confronted with many intelligent and skeptical questions regarding the proposal.

The long awaited prospectus has not reached employees as of this time, due to a hold up at the Securities and Exchange Commission (SEC). Kinsey Reeves, President of Ryder/PIE, informed Teamsters in Toledo and Akron that the SEC had some questions regarding the plan and asked the company to resubmit the proposal with answers to those questions. Company spokesmen have remained silent as to just what those questions were.

What follows are questions asked of Kinsey Reeves, President of Ryder/PIE, and Jack Schang, Chairman and Chief Executive Officer, and their responses.

1) What will a share of common stock in Ryder/PIE be worth?

Reeves: We don't know, but after five years it could be worth \$40 per share. (Note: That's about the current value of a share in Yellow Freight Systems, a highly profitable carrier. Obviously, this was pure speculation.)

Schang: I can't tell you what the value of a common share of Ryder/PIE stock will be. It's determined by book value, company performance, investor confidence, and the condition of the stock market in general.

2) How does this compare to the amount of money to be given back to the company?

Reeves: I don't know.

Schang: Since we don't know the value of the stock we can't say. However, early on, it's very unlikely that the value of the stock will be equal to the amount of money contributed.

3) Since IU will own all terminals and equipment, will they allow Ryder/PIE to fold, enabling them to move their non-union divisions into the terminals?

Reeves: There are 300-plus terminals now in the system. 120 are owned by Ryder/PIE and the rest by IU. IU will buy the Ryder/PIE terminals for \$29 million and then lease them back to Ryder/PIE. Ryder owns most of the equipment, with General Electric Leasing owning the newer equipment. IU will buy Ryder/PIE's equipment and lease it back. Non-union divisions could only move into IU's terminals if Ryder/PIE doesn't pay the lease.

Schang: IU doesn't want Ryder/PIE to fold. The non-union companies wouldn't be able to use the terminals at any time in the near future. (Editor's emphasis.)

4) What guarantees will employees have on their jobs, the future of the company and the return on their "investment"? Will there be any terminals closed?

Reeves: There are absolutely no guarantees. The only guarantee is that we'll take 15% of your wages for five

years. There could be some terminals closed, most likely some breakbulks, unless we can grow into them.

Schang: There are no guarantees on employees' jobs, the future of the company or on returns on their investment. The only guarantee is to work hard to make the company profitable. There are no terminal closings planned at this time. Therefore, no one should be expected to relocate at this time.

5) Will the company bargain with the union over past warning letters, double breasting and any and all matters regarding working conditions. Will we be left with nothing concrete for our 15% sacrifice?

Reeves: Ask the union.

Schang: The company will continue to bargain with the union on any appropriate subject.

6) Will the stock be traded on the open market immediately? Will the trustees vote the stock? Will employees have a direct vote in the operations of the company?

Reeves: We have good people to take care of your problems. Employees can use their proxy vote. The stock won't be traded immediately on the market.

Schang: The stock will be traded when we are spun off from IU. That is dependent upon our achieving improved results. The trustees will vote the stock on some matters and employees will have direct input on other matters.

7) Does separating Ryder/PIE from IU have the effect of letting IU escape from the pension withdrawal liability should they later decide to bankrupt Ryder/PIE?

Reeves: Can't answer that one.

Schang: That's a question that will have to be answered by an attorney. I'm not qualified to answer.

8) Why do we need 90% participation to put the plan into effect?

Reeves: I don't know.



We'll Be at the TDU Convention

Sarah Bequette
Edwardsville, Illinois

To all wives who may be apprehensive about their husbands joining TDU, I encourage you to attend the TDU Convention with him, and I promise you'll come away with positive feelings about the organization. Come and find out what it's all about!

Delmar Bequette
Ryder/PIE

Local 600, Edwardsville, Illinois

If the IBT General Executive Board wasn't blinded by big bucks, and listened to the people who pay their salaries, maybe their memories of what it is all about would be restored and all union meetings would be participated in with the enthusiasm of the people at the TDU Convention. Reward yourself and attend.

Schang: Legally, we only need 70% to put the plan into effect. For the plan to have maximum effectiveness and help us achieve our return to profitability we must have 90%. That is a corporate objective, not a legal requirement.

(Obviously, all the answers to the

many questions regarding this ESOP have not been answered. As soon as the prospectus is out, we'll be able to have it analyzed by experts and attorneys in the field. A special workshop on ESOPs will be held at the TDU Rank and File Convention in Chicago on October 5 and 6. Plan to be there to get all the details.)

Coastal Workers File Suit, Challenge ESOP

Eight Chicago area employees of Coastal Tank Lines have filed a federal lawsuit seeking to rescind their participation in Coastal's ESOP. The employees charge that Coastal violated federal securities laws and the Illinois Securities Act by "selling" the ESOP through misrepresentations and deceptive tactics. Among other things, the employees allege that Coastal

called a meeting to introduce the ESOP without disclosing the purpose of the meeting; hounded employees to sign up for the ESOP using high-pressure and threatening tactics; and failed to adequately disclose the worthlessness of the stock being offered.

"I feel I was coerced and deceived by the company," said employee Don Piegare, a TDU member.

The plaintiffs in the lawsuit are represented by TDU attorney Mark Stein of Potter, Schaffner and Stein in Chicago. Stein told CD that the recently filed lawsuit may only benefit the employees directly involved and is not likely to abolish the ESOP altogether. "However," Stein said, "I am currently examining additional theories, such as failure to comply with the tax laws, that may challenge the validity of the ESOP for all Coastal employees."

McLean Update

McLean officials met with Teamster representatives in Chicago on August 28 to present their plans on the ESOP.

Officials did admit that the stock offered will be worth less than the concessions they were asking from the employees. Meetings were to be set for the week of September 9th. No further details have been released.

Lucky, Safeway Contract Passes, Legal Challenge Underway

Concessions Forced With 2/3 Rule

Emil Abate
Local 853, Oakland, California

For the fourth time in four months, northern California grocery drivers and warehouse workers rejected a contract proposal by a large majority. Unfortunately, this last vote fell just short of the 2/3 threshold, with a 64.4% no vote. The contract, which covers 1,900 Teamsters employed at Lucky and Safeway, got 554 yes votes and 1,000 no.

Two weeks later a lawsuit was filed in federal court by a group of rank and filers to overturn the vote. The basis of the suit was that 60 Lucky's casuals did not receive ballots and that other irregularities occurred. The suit is being handled by attorney Dan Siegel, who is part of the national network of labor lawyers working with TDU.

The concessions pushed through included a master freight style 70%/

80%/90% two-tier wage system; permanent two-tier for new hires on vacation and sick days; creation of a "supplemental" workforce (i.e. casuals) who make up 15% of the workforce and only have a four hour daily guarantee; a flexible, seven day workweek designed to eliminate week-end overtime; and, for the first time, employee contributions to the health and welfare plan.

Background

The contract had originally expired in August 1984 and the first vote was not taken until May, 1985. After the first two overwhelming rejections in May, the Western Conference summoned Chuck Mack of Local 70, Al Costa of Local 853 and Casey Sawyer of Local 490 to further negotiations with Safeway and Lucky in Colorado Springs, Colorado, where the IBT Executive Board was also meeting.

(This in spite of the employers' threatened implementation, proclaiming that the second offer was indeed their last, best and final offer.)

The third package had a few more concessions removed or modified, but when it got back to the Bay Area the leadership was divided. Nevertheless, the ranks went to their halls on July 13 and 14 and turned the offer down by 71% to 29%. Again the employers claimed they could go no further.

But they went a tiny bit further. Safeway and Lucky knew that they just had to shave 5% from the last no vote to get under the 2/3. The Western Conference helped by ordering a mail

referendum, which is commonly known to produce more pro-employer results. Never has an employer used the 2/3 rule so blatantly to its advantage.

Tough Questions

Throughout the whole contract struggle the locals were organizationally prepared for a strike and boycott, even though the Western Conference vetoed strike sanctions beyond the Bay Area.

In the end they wrestled with several questions. Could a strike force any more out of the companies? Or worse, if the chains hired permanent replacements, would the workers start crossing the lines, back into the warehouses? If they did not strike, would that give Safeway and Lucky's the momentum to decimate the contract?

One point of view, represented by Al Costa of Local 853 and Chuck Mack of Local 70, held that a strike could not gain any more and could possibly end in a serious defeat for the union. When the pendulum swings back in the union's favor, their reasoning goes, then we should take the employer on.

A different viewpoint, represented by Casey Sawyer of Local 490 and Ron Teninty of Local 315, believed that a strike was necessary to stop the employers' offensive. Teninty told CD, "We had no choice but to strike. We cannot wait for a better day because it won't come. A contract is designed to make us weaker for the next time around."

As we go to press, the attorneys involved report that the judge has refused to issue an injunction to hold up the contract, but indicate that the case will go on. If the lawsuit fails it will just shift the arena away from the negotiating table back to the shop floor for three years.

Hard Sell on Contract

continued from page 12

covered by the contract. Both also use sophisticated and expensive communications systems to get propaganda out to their network of BAs or supervisors.

During the strike, Leaseway/Anchor held daily conference calls with all terminal managers. Minutes of two of these calls obtained by TDU show how they use their power to influence the vote. Minutes of the July 30, 1985 meeting from the office of Leaseway Vice President J.A. Widina say, "We still have to talk to our employees, listen and explain our positions...do not mail checks to the drivers' homes. Let them come into the terminal and pick them up...That gives you a chance to talk to them and get comments."

Minutes of the August 20 conference call read, "Use discretion on disciplinary actions. Don't force an issue that could be resolved after September 12." Leaseway also mailed material to each members' home advocating a yes vote.

Companies Get Mileage Out of Kaiser Letter

The companies also made quick use of a letter written by Janesville, Wisconsin Local 579 Secretary Treasurer Brendan Kaiser which advocated a yes vote. Dated August 22, 1985, the letter was distributed by Detroit M&G management on Friday, August 23, and by New Jersey Anchor management on August 26. Numerous locals also distributed the letter, and Pontiac Local 614 officials produced their own letter selling the contract after members there voted overwhelmingly against the offer at their August 18 meeting.

BAs across the country also fed a ceaseless rumor machine. Most bizarre: the claim that Local 299 was backing the contract, despite the letter distributed by the local to each member calling for opposition to the offer.

Most disturbing in the debate over this offer was some officials' haste to undercut the solidarity that made our first strike a success, and on which our future rests. A Denver carhauler told

CD, "I don't want to vote yes if there are still cuts that affect other areas. But since I only get information on the Western Supplement with the ballot, the only way I know about other areas is through the TDU bulletins."

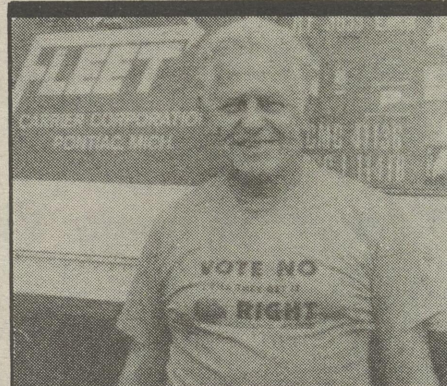
This problem was especially severe in the Eastern Conference, where many Eastern BAs jumped on the bandwagon for the new offer before it was clearly explained that many serious takeaways for the Central/Southern were still included. These include partial pension payments, low paid "filler loads," unauthorized deductions from paychecks and more.

The TDU Carhaulers Committee is proud of the job our office and our members have done to publish the facts and help build solidarity coast to coast. But against the employers' and union's millions it is still a stacked deck. That's why we asked for the same right to mail our material to each member. The reason the employers and the union fought the suit, and spread false rumors about TDU's actions, is that they are afraid of an honest and open debate. But most carhaulers know who consistently provided accurate, up-to-date, national, pro-union information throughout this period. And we will keep doing it.

National Carhaul Meeting

Carhaulers: Future gains and defense of our contract hinge on a continued effort to build our national organization of carhaulers. The place to start is at two special sessions at the TDU Convention on October 5-6 in Chicago. Carhaulers from around the country will be meeting there to set plans for the coming year.

The 1985 contract has shown that we can make a difference through effective organization and information. But there's more to be done to protect our jobs and conditions. Join with us to lend your support.



I'll Be There

Jim Petroff
Fleet Carrier
Local 614, Pontiac, Michigan

TDU's efforts have spread the message of owner-operators' problems with this contract. All of us have gained by this kind of unity. I know the TDU office cannot do the job without the help of active TDU members in every local. The TDU Convention is where all carhaulers can get together to plan our next steps.

Why Not?

How many times have you read **Convoy Dispatch** and thought, "I really agree with TDU. Maybe I'll join someday."

Why not today? Do it. Your dues keep us strong.

TDU Membership Application

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone () _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and union officials.)

Carhaul Contract:

Progress, But Still Robbery

As *Convoy Dispatch* goes to press, carhaulers are waiting for the results of the vote on the employers' most recent offer. Whatever the outcome of this vote, carhaulers can take great pride in a victory. The companies' first offer, which was wholeheartedly recommended by Jackie Presser, would have been a disaster. The 81% rejection of that offer, and the solid three week strike, forced the employers to come back with an offer with many of the concessions removed. (For details on the voting and debate over this offer, see article this page.)

The situation carhaulers face with the most recent offer can best be compared to a mugging. Before the strike, for example, let's say that the companies' were trying to steal \$20 from us. We said: "No thanks!" Now they're back, claiming that they are being nice by only trying to steal \$5 from us. Now that's progress—but still a ripoff.

All of the outstanding issues are concessions that the companies have been able to get along without in the past. But once they get them, watch out! They'll hold onto them like a birthright.

In rejecting the first offer we got rid of the two-tier, 80%/90% wages for drivers, but not for yard, Western mechanics and clerical. We got rid of the automatic half-rate backhauls, and a vote on all future deals, but no vote on the many that have already been imposed. Also, full rate backhauls will

be a thing of the past under this proposal since the frozen full rate backhaul will fall behind 13c by 1988.

Western carhaulers were told they got equality in the second offer, but actually only went up to 60c for the first year, with 50c for each of the next two years. And the second offer still contains the 1982 concession that allows up to 20% of loads to go to outside drivers, even during layoffs. The new "filler load" language for Central/Southern could cost many jobs.

These and other concessions are the reason that the TDU Carhaulers Coordinating Committee decided to oppose the second offer. We know that we cannot win all our goals, especially with Presser and Co. heading up our side, but we do feel that if this deal is rejected the companies can be made to come across and clear up some of the

remaining problems.

We also feel that our negotiating committee could most likely do this without a strike, since our bargaining power in mid-September will be at its peak. The threat alone would be effective. After all, the companies are making good profits now without these concessions. When some essential improvements are made, then we will be able to recommend acceptance. Then we will continue to work for more improvements in the future.

Rank and file carhaulers have shown what unity and solidarity can do. No matter how the second vote turns out, we turned back the worst of Presser's giveaways. Now it's time to build on that unity. That's what TDU is about. If you agree, the place to be is at the Rank & File Convention in Chicago on October 5 and 6. Plan to be there for the national carhaul meeting.



I'll Be There

Joe Day
Anchor Motor Freight
Local 170, Framingham, Mass.

I'm planning on being at the TDU Convention because I believe that with rank and file involvement our union's name can be one of envy and respect again. And it will be incredibly exciting to meet Teamsters from across the country who are working so hard toward that end.

International Union, Companies Spread Rumors

Facts on Back to Work Order

Carhaulers reacted with anger to orders from the International Union to return to work on Sunday, August 18, pending the outcome of a mail referendum vote. Faced with this anger, the International and many BAS tried to blame TDU lawsuits for the return to work before a vote. This is totally false. Let's look at the facts:

1. *The union has always forced members back to work* pending a mail ballot vote. This was true on every national or regional contract (for example, the 1976 and 1979 freight strikes). In contrast, TDU has always advocated fair votes in the union halls. Presser sent us back to work because that's what he wanted to do.

2. *What did TDU do?* We sought to insure a fair vote in the halls. Through our attorney, TDU members told the International that in order to have fair votes in the hall they would have to provide for: a. Notification to each member of the meeting; b. details of the contract available in writing; and c. safeguards for the voting. In several days these conditions could have been met at less than the cost of a mail ballot vote.

Since the International lacks practice in doing things quickly, fairly and democratically, we will provide detailed suggestions for any vote in the union halls, if another vote is required.

No Delay of Ballots

After people returned to work, Presser and some BAS shifted ground, claiming that the TDU lawsuits were going to delay the mail referendum. What are the facts? On August 20 three carhaulers, backed by TDU, had our attorney go to court seeking the right to have pro and con material sent out with each ballot.

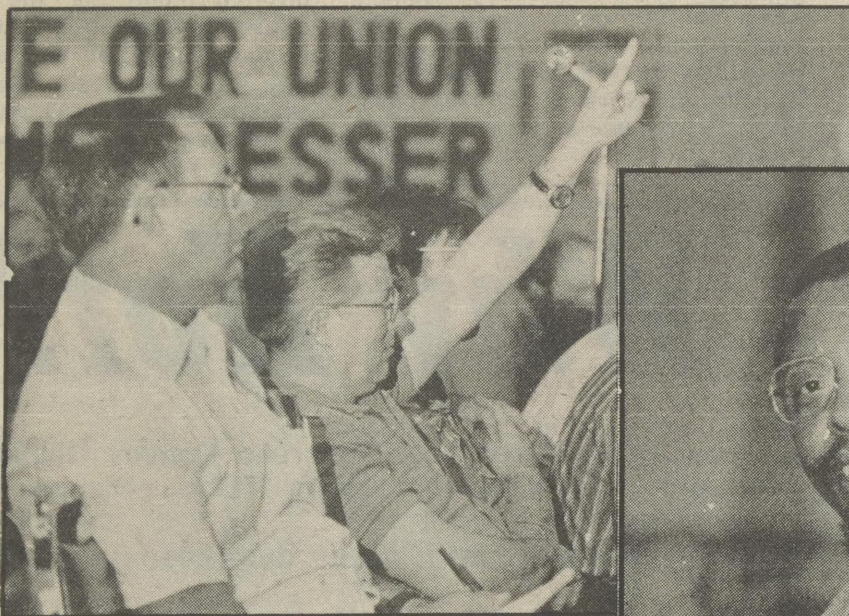
This action did not attempt to change the date the ballots would be counted, or attempt to delay bargaining if the offer was rejected. Nor did it attempt to overturn that vote. The federal judge denied our request for an immediate hearing, and set one for September 6. Our attorney immediately informed the IBT that we would not go through with that hearing, since by that date the only course would have been for the judge to overturn the on-going vote.

Presser's TITAN message on this matter, which some BAS took as gospel, quoted eight words of our legal brief out of context. The only possible delay was to avoid a "quickie" mailing of the ballots before a hearing. But let's look at the recent vote to see why a right to honest debate is so important.

Both the companies and the union possess the mailing list of all members

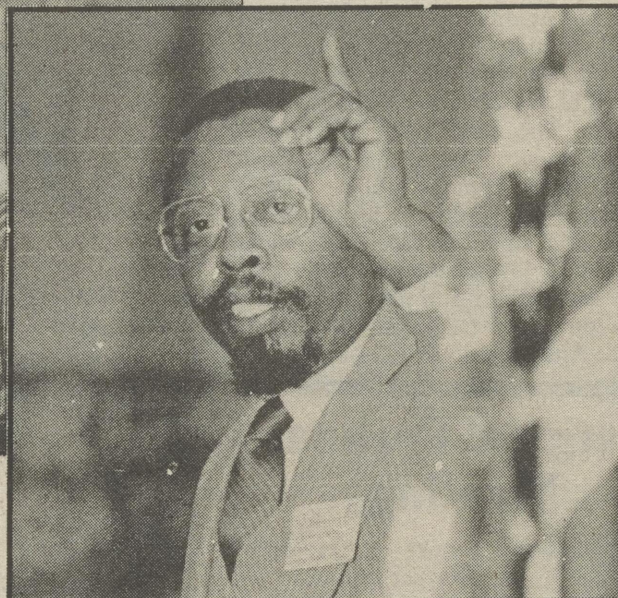
continued on page 11

10th Annual Rank & File Convention



Photos by Jim West

Be
There!



October 5 & 6, 1985
Holiday Inn Mart Plaza
Chicago, Illinois

Plan now to be at the 10th Annual TDU Rank & File Convention to celebrate ten years of growth and victories by the Teamster reform movement and to help set TDU's course for the coming year. Join in a campaign to win the right to vote for IBT president. Learn from labor educators and the best labor attorneys. Unite with Teamsters who have stood strong on the recent national contracts and on many other battles to save our contracts and our union. To register, see pages 6 and 7.